- Statewide Technical Assistance for STRTP Programs in California

- Peer to Peer Leadership Webinar Series
March 25, 2019

- *Family Driven Treatment in Residential Care*

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With support of…

Continuum of Care Reform Branch,
California Department of Social Services

California Alliance for Child and Family Services

Child and Family Policy Institute of California

Mission

Statewide Technical Assistance will help support and ensure that all STRTP providers in California have access to and implement consistently, the core organizational and leadership practices in support of all foster youth.

Guiding Principles

- Successful organizations demonstrate an authentic belief that children and youth belong with their families and communities

- Authentic engagement and teaming with youth, other caregivers, and biological family members is central to the principles and practices of congregate care

- Trusting relationships with professionals form the basis of healing and recovery from trauma's effects

- Strength and asset-based care are essential

- Effective healing organizations develop and sustain leadership and management practices which support thoughtful strategic planning and change management processes

- Agencies use the accreditation process to measurably and consistently improve service delivery and outcomes

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Research Suggests…

"Successful implementation of interventions involved early and sustained involvement of organizational managers in fostering buy-in among staff, forging relationships with system-level decision-makers and peers at other agencies, and fostering an organizational environment conducive to implementing the intervention."

 (*Institute for Research and Evaluation, UNM Science and Technology Park, 851 University Boulevard, SE, Suite 101, Albuquerque, Cathleen Willging)*

Course Content and Inspiration

- Residentially Based Services (RBS) Implementation and Learning Lessons

- Continuum of Care Reform Principles

- System of Care Research/Wraparound Outcomes

- National Research on Best Practices in Congregate and Residential Care for Youth

10 Organizational Competencies

1. Agency Mission, Vision and Values Support Short Term, Therapeutic, Community Based Care
2. Integrated Core Practice Model Implementation and Practice
3. Agency-Provider Partnership
4. Intake/Assessment and Referral Processing
5. Authentic Trauma Informed Service Delivery
6. Family Search and Engagement
7. Involvement of Biological Family/Mentoring Adults
8. Focus on Skills Building Toward Post Care/Transition
9. Focused Transitional Care Services
10. Individualized, Evidenced Based Therapies

Biological Family –Driven Treatment in Residential Care

Your Webinar Hosts

Cyndi Williams, M.A
Lead Parent Partner STRTP
Hathaway-Sycamores Child & Family Services

Gayle Wiler, M.A, CPPS
Assistant Vice President, Peer to Peer Support
Hathaway-Sycamores Child & Family Services

Nick Ryan, Psy.D, LMFT, ATR-BC
Assistant Vice President, Clinical Training
Hathaway-Sycamores Child & Family Services

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Learning Objectives

- How involvement of biological family members matter

- Why Family Therapy alone is not enough for successful sustainable long term outcomes

- How STRTP and Residential Service providers can include parent caregiver and family members in care delivery

- How extending the STRTP care into Community fosters Bio-centered care practice

Definition of Permanency

Permanency means having an

Enduring Family Relationship

| Unconditional | Full family membership | Physical, emotional, social, cognitive, spiritual, holistic well-being, safety | Lifelong connections & sense of belonging |

Aging out *without* Permanency

Poor outcomes for most emancipated foster youth:

Homelessness

Unemployment

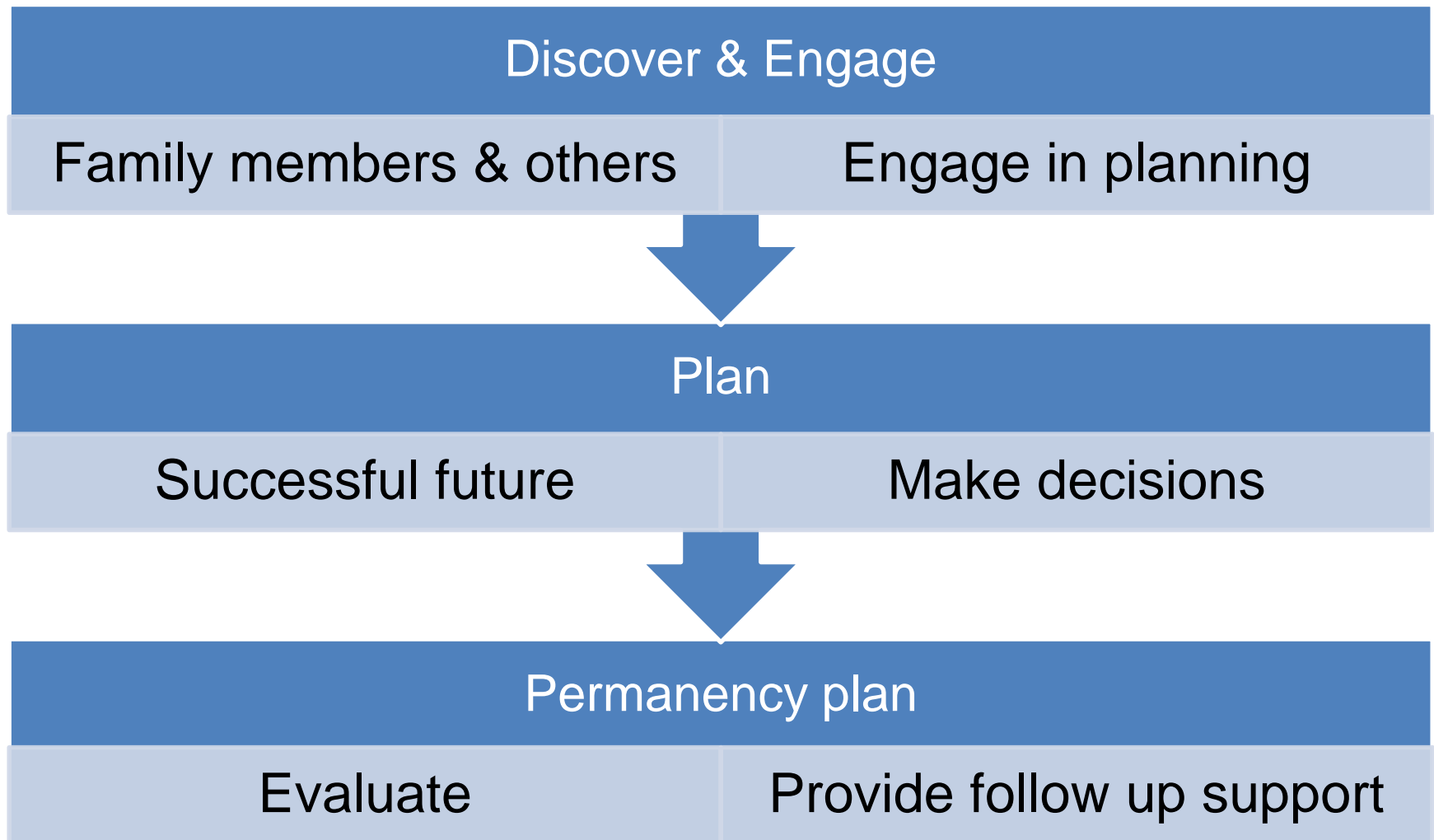### Mental Health Problems

School drop out

Incarceration

Substance abuse

Impact of Family Driven Care

Federation of Families for CMH

Strategies & Elements of Family Finding

Family Finding Common Practice

Discover & Engage

| Family members & others | Engage in planning |

Plan

| Successful future | Make decisions |

Permanency plan

| Evaluate | Provide follow up support |

Challenges & Barriers

Family Challenges

More?...

Estranged/conflicted parent/child relationship

Grief &Loss

Lost connection

Hopelessness

Loyalty

Stigma

Economic status

Trust

Social Networks

Ambiguous about seeking or accepting services

Fear

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Youth Challenges

More?…

Self-Determination

Grief &Loss

Hopelessness

Loyalty

Self-esteem

Fear

Trust

Stigma

Behavior Management

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System barriers to permanency

- System personnel and county workers may struggle to utilize strength-based lens for viewing youth behavior and potential bio caregivers

- Prioritizing family finding (bio or relatives) over resource families can be a strain on the system

- Severely impaired birth parents who struggle with substance abuse and mental illness

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System barriers to permanency

- Family who appear unwilling/unable to be caregivers or be involved in process

- Fears of safety or harming youth

- Caregivers reluctance due to concerns of at-risk youth behaviors

- Bias against birth parents and family

Permanency Team Barriers

- Transportation (coordination and cost)

- Staffing resources (practice time teaching youth new life skills)

- Travel (resources - enough staff and funding to accompany youth)

- Contact and communication (Calls/Emails/Follow Through, Not Showing up at CFT)

- Narrow scope of services

- Personal Commitment (varies due to biases toward bio or fost/adopt family members, high caseloads, time, office location near or far from STRTP)

- Professional Relationship (between Placing agency and Provider agency)

- County transfer logistics' (TIME, communication, bureaucratic red tape, provider and placing agent understanding funding and forms, home/risk/safety assessment)

Reasons for Reaching out to Families

- Relationship between parent report of clinical functioning and out of home care

- Incorporating family & youth voice tends to show best outcomes

- Can't buy love ~ even in great STRTP it can't provide family love and belonging

- Family members can be good resources for finding family and connecting to other family members and friends

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First Phase

Reach agreement	Outreach & engage	Obtain timeline & info
Be honest & orient youth	Outreach & orientation	Acknowledge diversity

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning

Second Phase

Identify	Connect & locate	Commit to process
Maintain connection	Mine for strengths	Follow up & update family

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning

Third Phase

Welcome	Meet & Greet	Prepare stakeholders & team
Use strength narrative	Design & prioritize family time	Initial safety planning

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning

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Fourth Phase

Concurrent planning	Treatment planning	Trauma informed care
Bridge natural supports	Connections & hope	Family reunion

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning

Advocacy and Team Buy-in

Actions needed

- On-boarding team members
- Understanding the underlying needs
- Creating allies and resources
- Agreement on plan
- Agreement to follow through on decisions made
- Commitment to the youth and family
- Communication

Barriers to address

- Focusing on crisis of the week (COW)
- Collusion amongst team members
- No agreement on the plan
- Decisions made outside of the CFT
- Not following through on actions
- Inconsistent attendance/participation
- Communication

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Keeping Families Engaged & Re-engagement Tips

Open the door wide as wide as you can and engage family and natural supports

Dedicate space on campus for family and youth to "spend time together."

Make space on agendas

Family friendly language

Eliminate the words "family visit" or "family passes"

Rule everyone in before ruling them out

Create new memories & common interests

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Keeping Families Engaged & Re-engagement Tips

Engage family members as meaningful partners-even when permanency is not an option

Include family & natural supports in events & outings

Provide peer provider support options

Provide instrumental support

Prioritize family calls & return promptly (good/bad)

Create co-activity opportunities

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Services & Supports

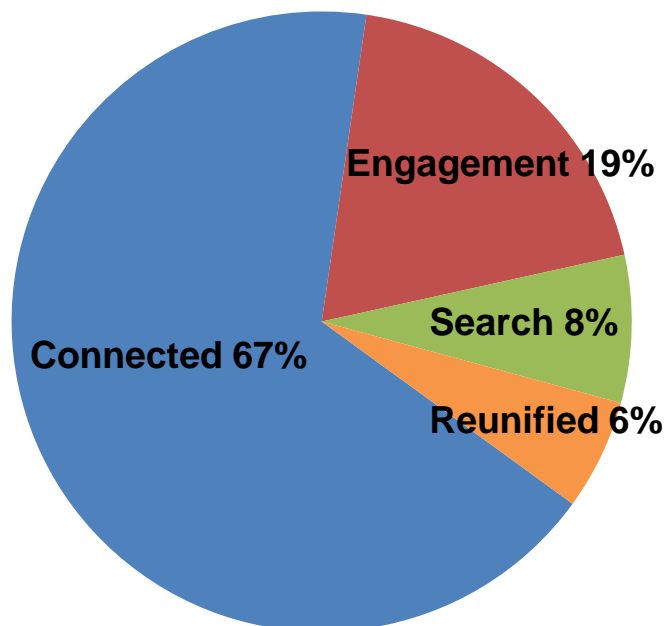All services need to build on support, empowerment, and culture

- Collateral Services
- Psycho-education
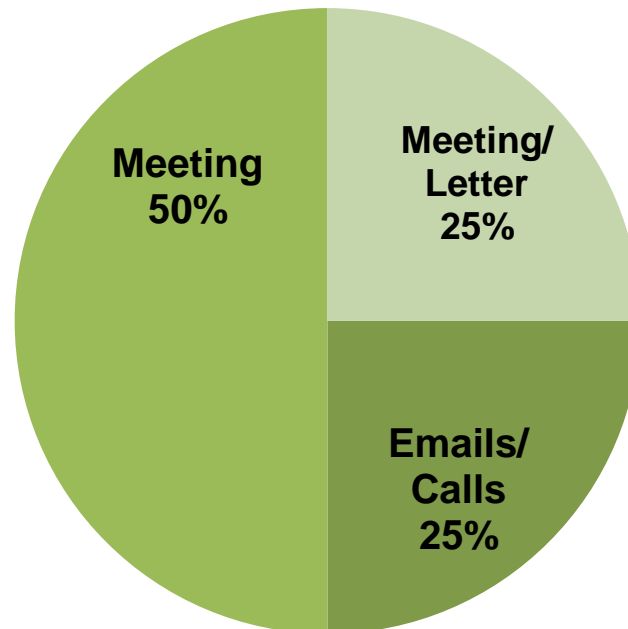- Family Therapy

Family Cottage

Successes & Outcome Monitoring

**Contact Activities
May 2016 (n=52)**

***Search and Engagement Type
Search-May 2016 (n=4)**

Engagement 19%

Search 8%

Connected 67%

Reunified 6%

Meeting
50%

Meeting/
Letter
25%

Emails/
Calls
25%

From Hathaway-Sycamores Child and Family Search and Engagement Monthly Report May 2016

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Aftercare

Extending STRTP care into the community

Resources, linkages & natural supports

Community

Natural supports

Family

Continuity

Professionals

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Lessons Learned

- Family is important to legal and emotional permanency

- Family driven, youth guided care is an evolutionary process

- Family dynamics and relationship matter

- Relative caregivers need more support to build confidence and competency

- Build deeper understanding and respect for family connection

- Extend STRTP care into community to support family security and safety

Acknowledgements

We are grateful to all the permanency warriors who have contributed their time, experience and energy into the training and evaluation of family search and engagement.

Their lived experiences and lessons learned have helped influence and inspire HSCFS to push the field forward to ensure every child is connected with family!

- These individuals include:
- *Peer Support team and Research & Evaluation team*
- *Paula Melo & Rocele Estanislao*
- *Laura Nagel*
- *Pat Miles*
- *Mary Stone Smith (Catholic Charity Services)*
- *James Lister & Lauren Frey (Plummer Home)*
- *Building Bridges Initiative*
- *Kevin Campbell*

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Join us…

Trauma Informed Services in Residential Care

April 8

9:00 AM to 10:00 AM

Presented by Hanna Boy's Center